

MEMORANDUM OF UNDERSTANDING - 3
BETWEEN
IAFF 851
AND
THE CITIES OF EUGENE AND SPRINGFIELD

Single Role Paramedic (ALS) and Single Role EMT Classifications

This Memorandum of Understanding between IAFF Local 851 (Union) and the Cities of Eugene and Springfield on behalf of the Eugene Springfield Fire (Department) is for the purpose of memorializing the Single Role Paramedic (ALS) and Single Role EMT (BLS) classifications developed as part of the redesign of the ambulance transport system.

Recitals

Beginning in FY23 Eugene Springfield Fire will begin to deploy single role Advanced Life Support (ALS) ambulances in addition the single role basic life support system.

Single role Advanced Life Support (ALS) ambulances will be staffed by Single Role Paramedic and Single Role EMT classifications.

Non-Represented Basic Life Support roles may be used as contingency staffing as needed.

Terms of Agreement

Beginning 7/1/22 IAFF Local 851 will become the exclusive representative of employees in regular full-time Single Role Paramedic and Single Role EMT classifications.

Limited Duration and temporary Basic Life Support employees will continue to be non-represented under the current provisions of the BLSS MOU.

During the life of the existing collective bargaining agreements (CBA), EMS employees will be attached to the IAFF CBA by MOU.

Single Role members will be eligible for rotational positions outlined in Article 8.3 for which they meet minimum qualifications.

All employees in the full time IAFF single role medic positions will work an average 48-hour work week regardless of shift or peak hour scheduling and will receive applicable breaks and overtime as appropriate under Fair Labor Standards Act provisions. The following proposed amendment to the contract outlines this schedule:

10.3(d) Shift Work Week: The work week for single role emergency medical services employees will consist of a forty-eight (48) hour work week consisting of twenty-four (24) hours on duty followed by seventy-two (72) hours off duty, followed by forty-eight (48) hours on duty followed by seventy-two hours off duty, with every 7th shift off.

10.3(e) Peak-hour work week: The work week for peak-hour single role positions will consist of a forty-eight (48) hour work week, twelve (12) hours on duty, followed by twelve (12) hours off duty for three (3) days, followed by three days off.

10.3(f) Peak-hour unit staffing will be regularly evaluated for system efficiency. If a change in the number of hours in any given shift is necessary, a 90 day trial of the schedule change will be permitted without bargaining the impact.

Any trial schedule changes will require a 30 day notice of intent to begin the trial.

30 days prior to the end of a trial, a notice of intent will be given to extend, terminate or make permanent any schedule change.

Wages will be paid at an hourly rate based on the below newly established IAFF pay scales for each role, and COLA increases will align with COLA increases for the Firefighter classification:

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Single Role EMT	\$18.36	\$19.47	\$20.63	\$21.87	\$23.18	\$24.57
Single Role Paramedic	\$23.14	\$24.53	\$26.00	\$27.56	\$29.22	\$30.98

Retirement:

Full time regular single role employees will be classified as PERS in accordance with language in Article 20.

Article 12.1 will include AIC pay for Single Role EMT to Paramedic -15% base pay

Single Role members who are qualified and serving in an FTEP capacity shall be compensated based on guidelines established in Article 12.3 with % of pay based on the individual member's base salary.

Single Role members are ineligible for special team assignments outlined in Article 13

Vacations shall accrue according to the following schedule in alignment with Article 15.2 (d) and (e):

Length of Continuous Service in Years	Annual Accrual Max	Maximum Accrual Cap
Less than 2 Years	254.00	364
2 but less than 6	276.00	408
6 but less than 10	298.00	452
10 but less than 14	320.00	496
14 but less than 18	342.00	540
18 but less than 22	364.00	584
22 but less than 26	408.00	780
26 Years and over	452.00	780

Personal Leave (PTO) will be granted in alignment with Article 15.8.a.

Single role medics may accrue up to 144 hours of compensatory time.

Utilization of leave and hiring procedures will be added as a mutually agreed upon addendum to the Roster Staffing Manual identified in Article 10.5(b) prior to the Single Role program start date.

The single role leave program will not impact the number of leave slots granted to suppression employees.

Full time regular single role employees will be eligible for extra pays in alignment with CBA language except for License Pay (12.4) and Medic Unit Pay (12.2).

Appointment from BLS Tech to Single Role EMT and Single Role EMT to Single Role Paramedic will be internal recruitment processes unless there is an insufficient applicant pool that meets all department criteria to fill vacancies.

All appointments to IAFF represented positions will require passing a full background process.

Appointment to the Firefighter rank will continue to be through passing all of the steps of an external hiring process.

All other applicable provisions of the CBA will apply.

Agreed to this 27th day of June, 2022

For the Union

For the Department

Kristopher J. Siewert
Kristopher J. Siewert (Aug 2, 2022 14:12 PDT)

Scott Cockrum
Scott Cockrum (Aug 2, 2022 15:34 PDT)

Kris Siewert, IAFF Local 851 President

Scott Cockrum, Interim Fire Chief ESFD